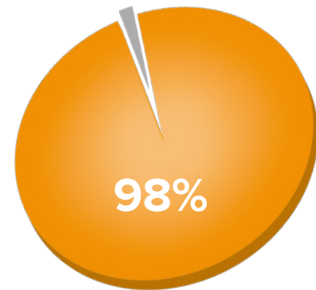


HOW TOYOTA USES BEACONFORCE TO ADD A HUMAN TOUCH TO PRODUCTIVITY

KEY NEEDS:

- Be easily integrated into their people's daily workflows
- Move away from surveys to collect data in real-time
- Involve line managers in a more effective way
- Provide HR with clear metrics to track



Adoption rate of 98% (greater acceptance than any previous technology)

“After doing an analysis with Gartner of the different options out there, we couldn't find any other technology that allowed us to manage, monitor, and cultivate intrinsic motivation like Beaconforce allowed us to do in real-time.”

Giuseppe de Nichilo

HR, Corporate Planning & Facilities General Manager at Toyota Italia

KEY POINTS & TAKEAWAYS:



1. Beaconforce data included in HR's quarterly reports and MBOs

Beaconforce's data is integrated into HR's quarterly reports and presentations to top management as well as into their managers' objectives



2. Management involvement in actions and follow-ups.

To Help employees in the stress zone, HR created a clear escalation process that empowered managers to initially try and solve the problem, however if they were unsuccessful support was provided by top management.



3. Toyota's HR team started a new reporting process using Beaconforce's engagement metrics.

RESULTS:

- Reduction of employee stress by 32%
- Greater sensitivity in conversations between managers and workers
- Real-time reporting of employee engagement and motivation
- Agile business improvement

